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Journal

OF THE U.S. ARMY INTELLIGENCE & SECURITY COMMAND

JAN. 1978

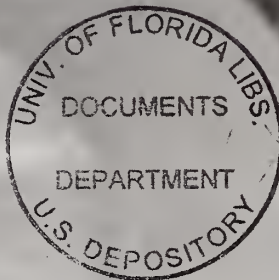
VOLUME 1

NUMBER 4



OUT

REENLIST



CHOICE NOT CHANCE!

**UNITED
STATES
ARMY
INTELLIGENCE
AND
SECURITY
COMMAND**

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DEPUTY COMMANDER

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Viewpoint

INSCOM's future depends upon the recruitment and retention of today's younger personnel to fill the worldwide slots of tomorrow.

Reenlistment has been a major concern of Army planners with great insight.

Numerous surveys within the Department of the Army, to include a March 1977 INSCOM HR/EO attitude survey of 2300 soldiers within the command, showed that job satisfaction is a primary factor in reenlistment intentions.

Interesting work is a prime motivator when enlisted personnel and junior officers consider an Army career, for if a soldier likes his work, chances are he will think twice before he leaves it.

Over the last year, INSCOM personnel have shown that their primary dissatisfactions have been in the areas of unit conditions, slow promotions and their fear of assignment to tactical units, according to the HR/EO survey. Steps are being taken to alleviate many problems that have been voiced by the troops; however, a unit commander's responsibility for the conditions of his unit continues to play a major role in INSCOM's reenlistment programs.

First-line supervisors have great influence over their troops and their opinions about the Army are easily transmitted to the younger soldiers serving under them.

From daily complaints about shiftwork to gripes about living conditions at some of the sites, senior INSCOMers are currently researching, investigating and uncovering problem areas--as well as formulating remedies. An effort is being taken to insure that living and working conditions continue to improve within the command, but the actions are based on your comments.

Reenlistment is everyone's responsibility and it begins with you. Problems in an office or unit do not just go away. Their solutions require discussion, coordination and most of all, they must be brought to the attention of the people who can insure they are implemented. If you have a suggestion, share it with someone.

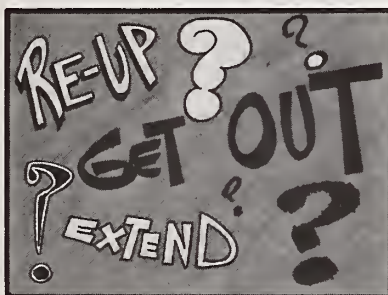
One of your recommendations may just help a soldier decide to stay in the Army, and INSCOM's soldiers in the field today are the command's leaders of tomorrow.

THIS MONTH



A wreath laying ceremony in Germany...an official visit at FT Meade...a shopping spree in Panama. INSCOMers have been keeping busy these past weeks with a variety of activities. Unit news and sports information starts on **Page 3**.

What started as a childhood dream has turned into an exciting extra career for three INSCOMers. The three have built, conditioned and raced a '65 Chevy. They're only three of the INSCOMers who are featured this month starting on **Page 5**.



What determines if a person enlists in INSCOM and more importantly what helps them to decide to reenlist? For an insight into the problems, realities and possible solutions to INSCOM's recruitment/reenlistment problem, turn to **Page 9**.



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COVER: Does reenlistment really mean a game of chance or do you have some choice in the matter? This month's issue covers some of the problems countered by recruits trying to enlist for INSCOM and some of the reasons those already in don't want to stay. Photograph by SSG Bob Locke, graphics by Mary Day.



FS Berlin Runs Combat Course

FIELD STATION BERLIN... Two field station teams placed fourth and eighth of 27 during this year's Berlin Brigade Combat Cross Country Run.

The eight-man teams from the field station's Alpha and Bravo companies wore web gear and carried the M-16 rifle over four grueling cross-country miles.

SP4 Michael Walker, Co. B, finished first overall and turned in a time of 26 minutes, 57 seconds for the four-mile course. He set the pace for over 200 other Brigade runners who tried desperately to catch up.

SGT Bud Anderson and SP4 Bill Robson of the field station also performed well during the run, scoring 13th and 19th overall.

FS Augsburg Lays Wreath At Memorial

FIELD STATION AUGSBURG... An honor platoon from FS Augsburg attended a November 6 ceremony at the city of Augsburg War Memorial.

The American platoon joined an honor platoon from the Bundeswehr troops of the German Army to watch wreaths from many organizations be placed at the base of the memorial.

A wreath from the US Military Community Augsburg was pre-

sented by field station wreath bearers Sergeants First Class Thomas Bowman and Robert Wostoupal.

Speeches were presented by representatives of the war generation and younger members of the community to honor the dead and preserve peace within the country.

A freezing rain fell as the city's band played a traditional German song "I Had a Good Comrade" which is about two friends parted by the war's bullets.

Field station representative, SGT Georgia L. Seitz reported that several hundred spectators, including many elderly gentlemen in formal attire and wearing Iron Crosses were deeply moved by the memorial ceremony.

Meade Greets Army VIPs

INSCOM FT. MEADE Under Secretary of the Army, the Hon. Walter B. LaBerge, visited INSCOM elements at Ft. Meade on December 14 for his second series of in-depth briefings on the organization and activities of the Army's newest major command.

Mrs. Jill Wine-Volner, Army General Counsel and Mr. Carl Feldbaum, Department of Defense Intelligence Inspector General accompanied Dr. LaBerge for the morning of presentations.

FS Augsburg representatives place a wreath honoring Germany's war dead. (US Army Photo by SP5 Chris Sterling)



INSCOM Deputy Commander, Brigadier General James E. Freeze, welcomed the guests and answered questions on various intelligence-related subjects relating to INSCOM. Briefings for Dr. LaBerge focused on the various operations run from INSCOM Ft. Meade, and were a follow-up to Dr. Laberge's earlier visit to Arlington Hall Station.

Lieutenant Colonel John R. Wallace, Commander of the Intelligence Material Development and Support Office, also briefed the distinguished group on the mission of his unit.



The Honorable Water B. LaBerge, under secretary of the Army, and Mrs. Jill Wine-Volner, Army general counsel, during their recent visit to INSCOM's FT Meade activities (US Army Photo by SP5 Joe Krull)

470th Hosts Shopping Trip

470th MI GROUP... The 470th recently sponsored a tour of Panama's outlet stores for Group members and dependents.

The shopping spree, part of the group's Host Nation Program, proved to the participants that with all of the world's shipping that is funneled through the Panama Canal, international buyers know the outlet stores to be the Hong Kong of the Western Hemisphere.

Activities leading up to the shopping included a train ride to the Atlantic port city of Colon, guided lecture tours and lunch at an exclusive international restaurant.

Whether it was a German wristwatch for a fraction of its stateside cost, a Hindu tapestry rug, or hand-carved Italian figurines, the INSCOMers purchased treasures that will always remind them of Panama's import bazaars and the group-sponsored trip.

Island Unit Supports 25th In Exercise

INSCOM DET HAWAII

...INSCOM's smallest command is proud to have participated in a recent 25th Division exercise as part of the unit's continued support to the 372nd Division Support Company PUP Program. Also, INSCOM Commander, Major General William I. Rolya, attended ceremonies celebrating the formation of the Detachment during his September visit. Master Sergeant Larry Klein, NCOIC of the unit cut the unit cake at the festivities.



INSCOMers at Det Hawaii don't always enjoy the advantages of sun and surf as CW2 Mike Rowell will attest. Instead of enjoying the sunny environment, CW2 Rowell recently took to the field as a SIGINT/EW controller during an INSCOM Det Hawaii and 25th Division exercise. (US Army Photo)



SFC Simons

Misawa Keeps ReUp Award

FIELD STATION MISAWA... For the second consecutive year FS Misawa has won the INSCOM Reenlistment Trophy for Category II units with the highest percentage of reenlistments above its assigned quota.

An INSCOM Category II unit has between 100 and 500 personnel assigned.

FS Misawa Reenlistment NCO, Sergeant First Class John P. Simons was personally com-

mended by the INSCOM Commander for his efforts to insure that field station personnel were informed on reenlistment options.

FS Misawa personnel challenge other INSCOM Category II units to equal this feat.

Latham Tours TUSLOG Det 4

TUSLOG DET 4... Members of the detachment hosted a visit by Major General Willard Latham, Chief of the Joint US Military Advisory Team Turkey.

General Latham was met at the gates of the installation by the Detachment 4 Commander, the Commander of the Sinop Common Defense Installation, and a Turkish honor guard.

After briefings on post facilities and an informal meeting with the officers of the detachment, General Latham had lunch with Detachment 4 enlisted personnel.

lems; running, passing, blocking and a consistent inability to identify a football. One thing is for sure, I'm not laughing at Tampa Bay anymore."

The women's basketball team representing **INSCOM Ft Meade** defeated the women of **Arlington Hall Station**, known as the **Blues**, on two separate occasions.

In the first game, at Ft. Meade's Murphy Field House, Ft. Meade players **Donna Mulder** and **Harlem Hall** lead the team to a 42-8 victory over the Blues.

The second match, held at Arlington Hall's Gym, was a near instant replay with Ft. Meade winning 40-6. Winning coach **Kevin Casey** claims that this has been their best season ever, and is aiming for a shot at the Ft. Meade Intramural Championship. The Blues coach, **John Donnelly** attributed the losses to a lack of practice facilities.

Vint Hill Farms hosted this year's Turkey and Tinsel Bowl where the **Arlington Hall Station 'Big Blue'** officer and enlisted teams take on the **Vint Hill 'Farmers'** officer and enlisted teams in a rousing series of flag football games. Despite attractive cheerleaders, both Arlington Hall Station teams suffered defeat. A caged goose and turkey were awarded to the Farmers, for their respective wins of 12-6 and 18-12.

Spectators huddled around a fire to watch the game, even though the temperature was in the 20's with a wind chill factor of near 0 degrees.

Frostbite was the last thing plaguing **FS Misawa** as they hosted the **Camp Hachinoche** Japanese Ground Self Defense Forces Camp Softball Champions on the 17th of September.

At stake was the "floating" Goodwill Trophy surrendered in June to Camp Hachinoche, after a bowling tournament with the station. The trophy was finally retrieved by FS Misawa personnel when they triumphed over Camp Hachinoche in fast and slow pitch contests.

RecRep

INSCOMers Brave Weather For Fun, Physical Fitness

Though the temperature's dropped and winds have become considerably brisker during these past winter months, INSCOMers have nevertheless continued to brave the cold in the interest of physical fitness and fun.

The **INSCOM SPT GRP Warriors** football team at Ft Meade failed in their attempt to maintain a perfect record—of losses. They finally succeeded at their

last game of the season when their challengers, the former **USAINTA Silent Warriors** failed to show and were forced to forfeit the game.

Kent Warneka, the coach for the Support Group's team, had this to say about their 1-7 record, "Our record doesn't come close to reflecting our real performance. I rate our defense as the most tired on Fort Meade. Offensively, we had several prob-



It's another point for the Army as SGT Louis Hadley crosses the plate to help Field Station Misawa defeat the Japanese Self Defense Force team. (US Army Photo)



The height and strength of Donna Mulder from INSCOM FT Meade is too much for two members of the Arlington Hall Blues. Going up to defend the goal for AHS are Judy Kutsher, No 19, and Sheila Walton, No 29. (US Army Photo by SP5 Joe Krull)



SP4 Hoade

Hoade Relaxes By Serving As Rescuer

One member of the INSCOM Support Group at Ft. Meade performs death-defying feats during his free time.

After duty hours, SP4 Tom Hoade is a member of the Laurel, Maryland Volunteer Rescue Squad.

When SP4 Hoade arrived at Ft. Meade in May 1976 and took up residence in nearby Laurel, it wasn't long before he followed the sounds of the sirens to the station and volunteered.

Tom wasn't entirely new to the rescue game though, for his father-in-law and brother-in-law are both fire fighters.

After six months of training in ambulance and radio procedure, smoke training, breathing apparatus operation and Emergency Medical Training, Tom became a First Aid Technician.

One experience he recalls as unusual began when his squad received a call concerning a "woman in labor" at a local department store.

Arriving at the scene, he found a 73 year-old female obstetrician and a midwife hold-

ing two newborn babies that were about an hour old. Tom quickly set up a landing area for a Medivac helicopter which transported the twins to the hospital.

In another situation, an auto accident occurred directly in front of the ambulance SP4 Hoade was in. Without delay, his squad administered first aid and transported one of the injured motorists to the hospital.

On the way, the ambulance was also involved in an accident and local police had to escort the crew and their injured to the hospital.

SP4 Hoade will soon be leaving for Germany and will be taking it easy for awhile. But soon he will be back risking his life to help others.

Munday, Neild Auto Racers With a Dream

Two INSCOMers from Arlington Hall Station have combined their childhood dreams into a thriving, exciting hobby.

SP6 Dennis Munday has always loved to 'tinker' with mechanical things, especially cars. The idea of being a pit crew mechanic has appealed to him since he received his first model racing set. So he finally decided to take a correspondence course in mechanics in between overhauling cars at the local craft shop.

Likewise, Corporal Rick Neild has always had a love for racing. For Neild, racing is literally in his blood. Former race car drivers in his family include: his father, some uncles and even his grandfather.

So the two race car enthusiasts finally got together to perform the inevitable: they purchased, repaired and raced their own race car. In the past year, they

about 15 times at local speedways.

The soldiers claim that they never got into racing for the money but rather for the fun and the experience that they could gain. Experience is important for the team since their future plans include opening up a speed shop and building their own modified-class race car.

Munday claims that the main reason that they are not competitive with many of the other cars is that the soldiers simply don't have a lot of money to invest in cars like other high price sponsors do. He went on to say, "The fast runners have all the money . . . racing for some of them is nothing more than a tax exemption. Many avid racers even have duplicate cars in case of an accident on the track." Accidents for the Munday/Neild team have resulted in a cracked engine block, transmission problems and numerous body damages.

"We estimate we've put about \$6,000 into the car so far and have only received about \$500-\$700 back by placing in the races," Munday recalls.

For the immediate future, however, racing will have to take a back seat. Munday has been assigned to Germany for a three-year tour and Neild has gotten out of the Army to pursue temporary police work until the dynamic duo can return to their

first love . . . racing. Ever the optimist, Munday concluded, "We'll be racing till Rick gets too old to see out of the windshield and I get too old to hold a wrench."

Second Place For Mitchell In Shoot

Sergeant John J. Mitchell of the 470th MI Group represented INSCOM at the Second Annual All-Army Skeet Shoot at the Ft. Bragg Rod and Gun Club.

He joined forces with CPT Phil Kimerer, DIO, 193rd Infantry Brigade Panama, to compete against 14 other teams from around the world.

On the first day of the competition Sergeant Mitchell shot 94 out of 100 clay pigeons and on the second day he shot his average of 93. His partner turned in scores of 98 and 97 to clinch a sixth place overall standing for the team.

Sergeant Mitchell ended up only two points away from this year's "B" Class title for skeet shooters.

It's no serious problem, just normal preparation for a race weekend, but driver Rick Neild keeps an eye on his mechanics Dennis Munday, left, and John Frye as they make final adjustments. (US Army Photo by SSG Steve Lambert)



Benefits

Are junior enlisted members receiving fair compensation for their service, or is the system prejudice against them? That's one of the problems facing the . . .

President's Panel On Pay, Benefits

WASHINGTON (ARNEWS)—The Welfare of junior enlisted service members is a preeminent concern of the President's military pay panel.

The need to have travel entitlements for the dependents of junior enlisted grades was one point made in an interview with Dennis Gray, associate director of the nine-member commission and four NCOs serving on the commission.

Sergeant Major Manley Warrick from INSCOM's Arlington Hall Finance and Accounting Activity, Navy Fleet Master Chief Robert L. Evans, Marine Gunnery Sergeant Lawrence Blum, and Air Force Chief Master Sergeant James Binnicker were appointed to the commission in October.

They each voiced their strong support for improving the financial status of the junior enlisted grades.

Evans called the junior enlisted grades "the most underprivileged group in the services."

He pointed out that some of the young married service members go into debt to move their families when they receive transfer orders. Others moonlight, have working wives, and draw food stamps to make it financially, Evans said.

"It is time that junior enlisted people are considered full fledged members of the military," Warrick said.

Each of the four NCOs believes they may be the first enlisted men assigned to a Presidential commission for duty as other than a clerk.

Their job is to assess the "institutional impact" of pay and benefits and to advise the commission and its staff.

Warrick describes the job as one of "interfacing with the commission . . . providing the staff with up-to-date information on the concerns of the troops in the trenches."

Warrick will travel with two commissioners to Germany for discussions of pay issues with service people.

One area of compensation that needs improvement, according to Warrick, is the establishment of

a cost-of-living allowance for service members stationed in high cost-of-living areas in the States.

"Nobody should lose purchasing power because of a transfer to such an area," he said.

"Their greatest concern is the uncertainty of the future. When pinned down they talk to you about dollars and cents," Binnicker said.

When service people see anything with a cash value like bonus pay whittled away, Binnicker said, "they say there goes another benefit."

Evans thinks that the American public has been "brainwashed" (by the media) to believe that military people are overpaid and living in fat city.

"That's not a true perception that we get everything free," he continued, adding that "service people represent a cross section of American Society, who work and pay taxes."

Blum's main comment was that military people should realize that the commission is "working to do something for them and not to them."

One comment echoed by each of the NCOs is that career military people are not asking for any more compensation, but only what was promised to them at the beginning of their service.

The commission is scheduled to complete its work in March and make specific recommendations to the President.

Whatever the commission recommends, Warrick said, "the military compensation system must be fair to everyone—military people, taxpayers, the defense establishment and the individual services."

Task Force Looks Into Accountability Of Army Property

Changes in the Army's property accountability system are expected soon. A DA-level task force has been created to improve the accounting system.

Major changes include requiring installation and division commanders to develop standard inventory procedures for their units; more thorough inventories of sets, kits, and outfits containing tools and other equipment; designating company level commanders as unit property officers and increased use of hand receipts.

The new controls are designed to give commanders a more active role in property accountability. The increased use of hand receipts will force soldiers at all levels to share responsibility for property. Service members will now "sign" for items such as tool sets and will be personally responsible.



Recruiting's a game
with the recruit
the player. INSCOM's,
the goal, but the road
there is full of problems.
Are the recruiters
really the biggest obstacles?

Choice Not Chance

John just didn't know what to do. His scheduled date to get out of the Army was approaching even faster now than ever before. What used to be months, he was now counting in days.

"I guess I want to reenlist," he told himself as he looked at himself in the mirror, "But on the other hand . . . I could really make a lot more money doing my job on the outside. If only there were more of a demand for Signal Security Specialists without college degrees."

John gazed out the window as if he were hypnotized by some magical force. "I know," he said as he wheeled around, "I'll look in the newspapers that my family sent from the states."

A long time later John folded the papers and placed them in the trash can. There just weren't any jobs that he could really say he could be happy with and meet all of the qualifications.

John really didn't mind his job at the field station; he always thought his work was interesting. Sure, there were a lot of things that angered him, like having to perform occasional details on his day off and sometimes working 9 by 1 shifts, but he could remember some good times too.

"All of the facilities for education and recreation are geared to day workers. What about us shift workers?"

Especially the time that he caught a hop home and amazed the people that he went to high school with by telling them he could get a whole month off with pay. None of them could boast the same.

John worried more about his next assignment more than anything. If he stayed in would he end up in some tactical unit? He had heard all kinds of stories about the 'rough life' in a field unit.

John decided to ask his supervisor for reenlistment advice. Sergeant First Class Smith was always talking bad about the field station and the Army, but when it came time for him to reenlist, he nearly ran over a few people on the way to the Career Counselor's office.

"The Army isn't for everyone, but I've done pretty well for myself," Sergeant Smith told John. Not a whole lot of help thought John, especially when just an hour ago Smith was telling that other NCO that he wished he would have gotten out long ago.

"My promotion scores are too high to get promoted; my pay's too low to do the things I want to do, and they cut out the reenlistment bonus for my job. Would you stay in?"

John started to ask some of the others on his shift about their plans. Everyone laughed at John when they figured out why he was asking them about what they liked about the Army. Even his closest friend SP4 Johnson questioned this approach. "What's the story," he asked, "I thought you couldn't wait to get out and make a fortune?"

John was right back where he had started. "I want to get out . . . but I want to stay in too."

Then, the Field Station Career Counselor came into the office. John remembered a conversation that he had with him a few weeks ago. "If there's anything you're interested in, come by and we'll talk about it. I promise I won't try to force you into anything," the counselor had said. I'll stop by there later today, thought John.

"I do most of the actual work, and my supervisor gets all the credit."

SSG West was one of INSCOM's eleven authorized full-time career counselor NCOs who are school trained to help enlisted personnel plan their Army careers. Obviously, all units don't have these special people, but most INSCOM units do have part-time reenlistment NCOs to assist with information on assignments, benefits, and reenlistment options.

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SSG West appeared to have been waiting for John to come by. Before John was comfortably seated in the office, SSG West pulled out a paper and asked John to fill in some basic information about his service at the field station, where he would like to be stationed, or what service schools he would like to attend.

Using this simple worksheet, SSG West contacted INSCOM Headquarters directly by phone and relayed the information to the INSCOM Command Career Counselor's office.

The information was fed into RETAIN, a computer terminal located in the counselor's office at Arlington Hall Station. Within minutes, the machine, which is tied to a master computer at Department of the Army, was printing out whether or not someone with John's job specialty was needed at any of the four posts that John preferred.

"When I want to do something out of the operational area, I'm told that I'm mission essential -- but I'm never told that when I get pulled away for a detail."

John and his career counselor discussed the results of the RETAIN information. Although there were no open spaces for Signal Security Specialists at John's favorite post in the states, he was offered to be placed on a waiting list for the first available slot that became available. Also, the computer quickly indicated that a person in his specialty was needed at two other posts nearby.

John knew a lot more about reenlisting now. The counselor showed him how he could accept an assignment at one of these posts right away, or wait for something better.

Then, SSG West and John discussed the pros and cons of sticking with the Army life. Education, retirement, wages and living conditions were all brought up, and John was beginning to get the big picture about reenlistment.

This story has a happy ending. Whether or not John reenlists, he still has gotten all the information available to help him make up his mind about staying in or getting out. It is John's own choice, just as it is the choice of every soldier when his service commitment comes to an end.

INSCOM has the lowest reenlistment rate for any major command in the Army today. This command only reenlisted 66% of its quota for first-termers, compared to 92% Army-wide. Careerists' reenlistments in this command accounted for 78% of the quota established by DA, compared to 101% for the Army as a whole during FY77.

INSCOM Command Career Counselor, Sergeant First Class John Quinn attributes these figures to the quality of the enlisted people in this

organization. "Why should many of our people stay in when they get job offers from civilian firms paying many times more than the Army?" Sergeant Quinn asks.

Sergeant Quinn also attributes many reenlistment problems to the fact that more and more people are coming into the Army just to get training and maturity to make themselves more competitive in the job market outside. "Also," he said, "I think that there isn't as much loyalty toward the country anymore—people are enlisting for what they can get for themselves."

Marvin Zumwalt, INSCOM HR/EO Officer agrees, but not to the same extent that Sergeant Quinn does. He conducted a series of interviews last year with soldiers from five units on the subject of job satisfaction. The group 'rap sessions' were a follow-up to the HR/EO Attitude Survey conducted in March 1977 and it indicated that there were three major reasons why soldiers in this command weren't reenlisting. The troops say slow promotions, fear of assignment to tactical units, and overall unit conditions are why they aren't staying in, explains Zumwalt. And much more must be done to remedy these problems, he has observed.

Both Zumwalt and Sergeant Quinn agree that unit commanders and first-line supervisors must be involved in reenlistment activities, discuss everyday problems with their troops and realize that they have great influence on the opinions of the first-termer.

Zumwalt has planned and has got the go-ahead for another survey of troops in March. This survey will include our newest MI units and his office will compare the ideas of these troops to the rest of the command.

"My recruiter sure had a good imagination when he told me about the job I would be performing."

INSCOM reenlistment statistics are just starting to include figures for the new MI units that have recently joined the command, and they will be establishing quotas for the units as compared to the command as a whole. The low reenlistment trend appears to be similar to the rest of INSCOM, however Sergeant Quinn wants to get a few more months statistics before he can make any comparisons.

Reenlistment programs within the command are quietly being reviewed now, and there is an emphasis on increasing the credibility of the career counselors and reenlistments NCOs. The RETAIN computer system can aid a career counselor's believability, according to Sergeant Quinn, and hopes to see the systems installed in the overseas offices soon.

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Recruiting: An Obstacle Course



Recruiting's a game with the recruit the player. INSCOM's the goal, but the road there is full of problems. Are the recruiters really the biggest obstacles?

"U.S. Army recruiters cannot fully support the intelligence community's recruiting effort," according to SSG John Brill, NCOIC of INSCOM's Human Resources Accounting Branch. That is one of the major reasons INSCOM has not been able to meet its enlistment objective.

Brill explains that enlisting an individual for a counterintelligence or signal intelligence MOS may require testing and interviewing which could more than triple the amount of time spent with the prospective recruit. "The recruiters have stringent 'bodycount' objectives they must meet," Brill continued, "and anything that requires an excessive amount of time is going to receive lower priority treatment."

"Few recruiters have time to waste and in the time spent processing an intelligence field prospect the recruiter could possibly process three or four other possible enlistees," Brill admitted.

Recruiters are not the only obstacle to the command meeting its necessary requirement of enlisting new people. High on the list of excuses is the prospective enlistee's lack of interest in the intelligence field.

"All the work INSCOMers do is not necessarily exciting and glamorous," Brill advised. "A lot of it is downright boring." Brill went on to explain that it takes a certain type of individual to enjoy intelligence work. "Not everybody can enjoy sitting and listening to a constant beeping through headsets eight to ten hours a day, day after day."

Most of INSCOM's "hard skills," those directly related to intelligence gathering, require high interest. This helps add to the reason INSCOM has only been able to reach just under 65 percent of its fiscal year 77 recruiting goal.

According to Human Resources Accounting Branch officials the picture seems to be brightening as the command achieved over 90 percent of its goal in the electronic warfare skills for the month of October. SSG Brill explained that recruiting is a very seasonal type of business and October and January are normally good recruiting months.

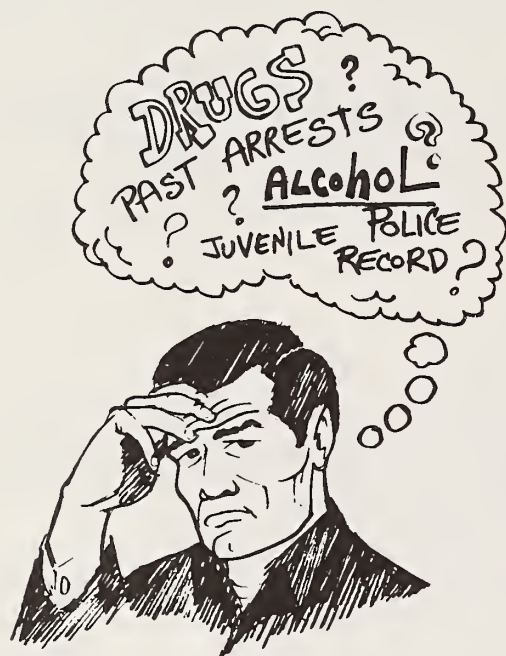
In October many young people join the Army because they have found no jobs in their community after searching all summer. Also, their friends who are attending school have returned to the classroom and the prospects find themselves alone with little to do.

Also aiding the October boost were those who had elected to enter under the Army's Delayed Entry Program (DEP) earlier in the year. According to Brill, as many as 95 percent of INSCOM's new recruits enter under this program. Many of the intelligence MOSs have long-term schools which may run only a few classes each year. DEP allows the young man or woman to select the school he or she wants and then be put in a "holding pattern" until a school vacancy exists.

From the school projections a recruiter can give a prospective soldier a class date which will then

coincide with his basic training completion date. DEP also allows high school students to make up their minds at the beginning of their senior year and be assured of a class date of their choosing after graduation.

The command feels security requirements cause many prospective enlistees to shy away from the intelligence field. They believe standards which are necessarily high cause numerous problems with today's permissive society. A history of drug use can block an applicant from the field. With national surveys showing a high incidence of drug use in today's teenagers it is easy to see why many people are turned away for security reasons and even more don't bother to even investigate the intelligence career possibility.



Although the overall educational level of INSCOM enlistees has dropped since the requirement for a high school diploma or GED equivalency for the command's non-intelligence MOS was stopped last April, INSCOM's hardskills have shown no appreciable lowering trend. These intelligence related MOSs still require either a diploma or GED equivalency. Mandatory test scores have remained at their previous high level and many claim that the tests themselves have been changed to make them even harder. This adds to the recruiting problem.

With fewer high school graduates coming into the Army or even applying to the Army it considerably narrows the field of selection. In a 4th Quarter, FY 77 survey it shows that of 2,920 persons interviewed for the electronic warfare field 160 of them failed the qualifying tests. Although this figure is not staggering, it is representative of the problem.

On the positive side of the enlistment picture the consensus is that many are lured to the intelligence field by the favorable scholastic opportunities afforded intelligence trainees. These schools often last a year or more and have recently received upgraded accreditation. It is reported that some courses offered by the Defense Language Institute can put you within a few hours of qualifying for an associate degree.

Other enticements include the stripes for skills program which will allow a fully trained civilian to enter the Army at the E3 level with the possibility of being promoted to the E4 level after completion of operational training. According to SSG Brill, "Strict qualifications severely limit the number of applicants in this program."

A very popular but probably not the most effective incentive is the enlistment bonus option. Bonuses of from \$1500 to \$2500 are offered for certain selected skills in the intelligence community.

Recruiters have found that the bonuses are most helpful in swaying those fully qualified individuals who are having trouble making up their mind whether to join the Army or pursue a different career. Often times the lure of \$1500 or \$2500 will bend him towards the Army enlistment.

DCSPER's Human Resources Accounting Branch spokesmen say that they are constantly striving to improve the recruiting picture. They work closely with the U.S. Army Recruiting Command to fill the needs of INSCOM units.

Choice Not Chance

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Army-wide, different techniques are being experimented with, including reopening the CONUS Station-to/Station Reenlistment Option, looking at promotion cut-off scores for possible problem areas, and making sure that the troops are informed about the options that are available to them.

Information appears to be a solution to many of the problems connected with reenlistment. Soldiers cannot be expected to commit three to six years of their lives to Army life after being treated poorly in weak units. Even soldiers that have really enjoyed their time in service will be hesitant to reenlist if they don't have any idea what lies ahead for them.

Reenlistment is a choice, not a chance. Each of us must help that soldier make the choice that's right for him.

Travel Issue Aired

Dependents who are not U.S. citizens may experience problems trying to travel to places other than their homelands.

There is an "acute" problem when Vietnamese dependents try to travel with sponsors to Germany, Korea or other Third World countries, DA officials report.

AR 608-3 and DA Circular 608-59 provide information on applying for naturalization which offers the best relief to the problem. Local assistance is available through personnel offices, immigration and naturalization offices or U.S. embassies.

The naturalization process usually takes from 60 to 90 days and you must be in the U.S. when naturalization documents are issued. Travel to the U.S. for dependents overseas is at the individual's expense, and it should be kept in mind that dependents in Asia can get their documents in Hawaii instead of traveling to the continental U.S.



Benefits Go Up

President Carter signed into law November 23 the GI Bill 6.6 percent education benefit increase. The increase for both October and November was included in the December 1 checks.

Papers Need SSAN

Army officials report that many personnel documents are submitted to MILPERCEN and the Enlisted Records and Evaluation Center (EREC) without Social Security account numbers. This is causing record keeping problems.

When the SSAN is omitted, the chance of the document finding its way into a soldier's correct file is greatly reduced.

Poor legibility in some paperwork also makes it impossible to reproduce documents on microfiche. Officials say that clear copies of orders, certificates, letters and other documents are a must for microfiche reproduction.

Housing Rules

Army housing policy for bachelors E-6 and below is not expected to change even though AR 210-16, Bachelor Housing Management and AR 210-18 Bachelor Housing are under revision.

If only inadequate quarters are available, bachelors E-6 and below may be authorized to live off post at the discretion of the installation commander. In most cases, military necessity (maintenance of unit cohesiveness, discipline, and unit esprit) will preclude this option.

Army Rating Skills

The Army-wide Apprenticeship Program is helping departing soldiers convert their military skills and experiences to an employable civilian skill.

Through this program a soldier can earn a journeyman's certificate from the U.S. Department of Labor (DOL) based on completion of AIT and subsequent duty experience.

Only certain skilled MOSs can participate in the program, which is designed to give formal credit for job experience gained while in the Army. Each Army Apprenticeship Program is implemented through a DA Pamphlet in the 621 series.

Enrollment by enlisted active-duty personnel is voluntary and is handled by the local education center who registers participating soldiers names with the Bureau of Apprenticeship and Training, DOL. Soldiers' immediate supervisors certify task performance in log books that participants are given. Performance records are consolidated by the education center from information found in the log books.



Cont. next page

Related required classroom instruction is normally gained from AIT, vocational/technical schools, correspondence courses or any other form of approved class study.

When the required work hours have been completed the soldiers become eligible to receive a Certificate of Completion of Apprenticeship from the U.S. Department of Labor, the same as those issued to civilians who complete their apprenticeships under identical DOL sanctioned programs. Those not completing their apprenticeship program while in the Army are given their logbooks and a letter from the Education Center, certifying partial completion. They can then continue their apprenticeship in civilian life or simply present proof of skills previously documented.

To check your eligibility for this program contact your Education Center.



Axe to the Pile

"Bunnies" are leaving the Army.

A DA message spells out that parka hoods will be replacing the pile caps, affectionately known to GIs as "bunny caps", at most CONUS, European and Korean installations. The new policy allows sentries and walking patrols performing military police duties to wear the parka hoods where pile caps are not practical.

In Memoriam

Sergeant Garry Lynn Smith, a member of the command stationed at Field Station Misawa, died Jan. 4, 1978. Memorial services were conducted at the Misawa Air Force Base chapel.

Besides his mother, Fay Rene Smith of Lufkin, TX, SGT Smith is survived by two brothers, Martin of Lufkin and Jay of Pollok, TX.

Warrant Officer (Ret) Eric D. Crist passed away on Dec. 23, 1977, following a lengthy illness.

During his service in military intelligence, WO Crist served at FT Huachuca, AZ, and with the 502 MI Group in Souel, the 115th MI Group in Los Angeles and the 901st MI Detachment in Alexandria, VA.

An integral part of this new intelligence command is the Intelligence and Threat Analysis Center (ITAC), which was provisionally organized on October 1.

Formed from resources of the five Army intelligence production organizations transferred to INSCOM last January, ITAC performs a mission of processing, analyzing, producing, reporting and disseminating all-source, integrated intelligence and counterintelligence products, threat analysis and imagery exploitation for the Department of the Army and major commands.

While supporting the combat operations, training, planning, and materiel and combat development activities, ITAC works to identify intelligence gaps of interest to DA and serves as threat validation executive agent for DA.

ITAC Commander, Colonel Albert F. P. Jones, oversees the unit which was formed from the INSCOM Intelligence Group (INSIG), located at FT Bragg, NC; the US Army Imagery Interpretation Center (USAIIC); the US Army Intelligence Threat Analysis Detachment (USAITAD); the US Army Intelligence Operations Support Detachment (USAIOSD) and the US Army Intelligence Support Detachment (USAISD).

Reorganization of these elements resulted in three major subordinate organizations within the center: the Intelligence Analysis Group (IAG), the Imagery Intelligence Group (IIG) and the Intelligence Support Detachment (ISD). The Intelligence Analysis Group, commanded by Colonel Madison C. Schepps from INSCOM headquarters at Arlington Hall Station, has subordinate detachments at FT Bragg, NC, and in the Forrestal Building, Washington, DC.

The FT Bragg element, known as the General Intelligence Production Detachment (GIPD) was formed utilizing the resources of INSIG. It is commanded by Colonel Chester L. Arnzen.

Another IAG unit, the Counterintelligence Production Detachment (CIPD), is presently located in

the Forrestal Building in Washington. Formed out of the resources of USAIOSD, CIPD will soon be relocating to Arlington Hall. CIPD commander is Lieutenant Colonel Stainton Smith.

The Imagery Intelligence Group, commanded by Lieutenant Colonel Hayden B. Peake, was formerly the USAIIC; while the Intelligence Support Detachment remains unchanged. ISD commander is Colonel Cyril P. Metosh.

Although the provisional nature of ITAC will be formalized following Headquarters DA approval of TDA documentation, the present ITAC configuration is seen as only a first step in the creation of a fully integrated ITAC.

INSCOM's 527th MI Calls Germany Home

Many Americans and Germans feel that there is no place on earth more beautiful than the state of Rhineland-Pfalz in the Federal Republic of Germany. This area of rolling hills, dense forests, and vineyards is located in the heart of Germany's best wine producing region; west of the Rhine river.

It is in this setting, on the edge of the city of Kaiserslautern, deep in the Palatinate Forest, that the 527th Military Intelligence Battalion, part of INSCOM's 66th MI Group, makes its home.

The battalion has operated in the Rhineland-Pfalz since 1953, when it moved there from Augsburg. During the last 24 years names have changed, and techniques and technology have changed, but the basic counter-intelligence mission of the battalion has not.

The basic mission of the 527th is divided into three distinct areas, according to group spokesmen.

First, the unit works to detect and neutralize hostile intelligence efforts against the US Army forces stationed in the battalion's area of operations.

Also, the 527th assists those forces in developing coordinated countermeasures against the hostile threat.

Finally, the battalion is constantly planning, training, and preparing—for war.

Field offices and resident offices of the battalion are scattered throughout the unit's large area of responsibility.

Like other INSCOM units supporting USAREUR, the 527th stays combat ready. A part of the physical fitness program that the battalion places great emphasis on is the two-mile run.

The immediate Kaiserslautern area offers many advantages to the 527th MI Battalion. The community is the single largest concentration of Americans in Europe. It is made up of several major activities and installations, such as Sembach and Ramstein Air Force Bases, Landstuhl Army

Medical Center, Volgelweh housing community, and Kleber and Panzer Kasernes.

Members of the battalion stationed in Kaiserslautern will find excellent support facilities and what has been called the best medical care in Europe. The area boasts two major commissaries and two large post exchanges.

Housing in the area is excellent, but waiting lists for both on and off-post housing are long. Off-post housing brings a premium price due to a shortage created by a booming German economy and a large US Army and Air Force population.

Kaiserslautern is only a short weekend drive from the major historical and recreational areas of Germany, Luxembourg, France, Belgium, the Netherlands, and Switzerland. It is also the home of world famous Rhine and Mosel wines.

During the fall there are numerous wine fests in the area where amateur and expert winetasters can learn for themselves how good German wines can be.

According to the Battalion commander, Lieutenant Colonel Nelson Bond, an assignment to the 527th MI Battalion means both hard, professionally challenging work and an opportunity for travel and enjoyment.

IIG Changes Name But Not Mission

What is now the US Army Imagery Intelligence Group, was actually established by General Order 22, dated March 15, 1955. Originally named the Army Photo Interpretation Center (USAPIC), it was a subordinate element of the Army Intelligence Center (Field) Intelligence Headquarters located at FT Holabird, MD.

In November of the next year, a Special Activities Division (SpAD) of USAPIC with 25 personnel, was formed in Washington, to perform a ground weapons systems analysis mission. Its offices were located in facilities originally built for automobile maintenance.

Another USAPIC element, composed of approximately 30 people, performed an order-of-battle mission at the Annex, a former icehouse in Alexandria.

To complete the splintered unit, a small contingent of photo lab people were placed at the Army Map Service Lab.

In May of 1957, SpAD was placed in direct support of the Assistant Chief of Staff for Intelligence, DA. Most of its work in those years remains unpublicized; however, there is a letter of com-

mendation in the USAIIG archives for "outstanding achievement and service to the security of the United States and the Free World during a time of grave international crisis," dated 9 Jan. 1963, and signed by then-President John F. Kennedy.

Throughout this period, the element at FT Holabird was responsible for the production of Army imagery interpretation keys, photogrammetry and measurement of both aerial and hand-held photography, and photo analysis of industrial related facilities.

In 1963, SpAD, now located at the Washington Navy Yard, lost its current intelligence and order-of-battle responsibilities.

On Oct. 8, 1964, however, in recognition of the increasing role of side-looking airborne radar and infrared in Army operations and the Army's revised intelligence mission, USAPIC became the US Army Imagery Interpretation Center, a title it has held until the latest reorganization in October.

Now a subordinate element under the Intelligence and Threat Analysis Center (P), USAIIG continues its role as a producer of imagery-derived scientific and technical intelligence on ground weapons systems for the intelligence community while providing Army-oriented direct photo intelligence to the INSCOM, the DA staff and the Army in the field.



The Journal invites readers' views. Letters should be brief and may be condensed because of space. Include your name, rank and address on the letter and we will withhold it if you desire. Send your letter to: Letters, The Journal, US Army Intelligence and Security Command, ATTN: IAPA, Arlington Hall Station, Virginia, 22212.

Dear Editor,

Webster defines responsibility as "the quality or state of being responsible" and responsible is defined as "answerable, accountable . . ." "Answerable suggests a relation between one having a moral or legal obligation and authority charged with oversight of its observance; accountable suggests imminence of retribution for unfulfilled trust or violated obligation."

Personnel in the military service are fulfilling an obligation contracted by the individual soldier. Responsibility and being observed of your abilities to accept it begin at that time.

Responsibility reflects not only upon you but others as well. To perform your duties to the best of your ability is one way and being honest about yourself and not shirking any part of your duties is another. If it did not have a part in the overall picture, it would not be part of the task outline.

Whatever your job is, it is your inherent duty to shoulder all your responsibilities. If you do not, someone must and this means someone else is doing your duties as well as their own.

INSCOM is a unique organization. The hours of work can be flexible for the individual and must be flexible for the organization. However, to maintain this atmosphere we must accept the responsibility which is commensurate with the INSCOM mission.

Accepting responsibility is a sign of maturity. The ladder of success is built with a combination

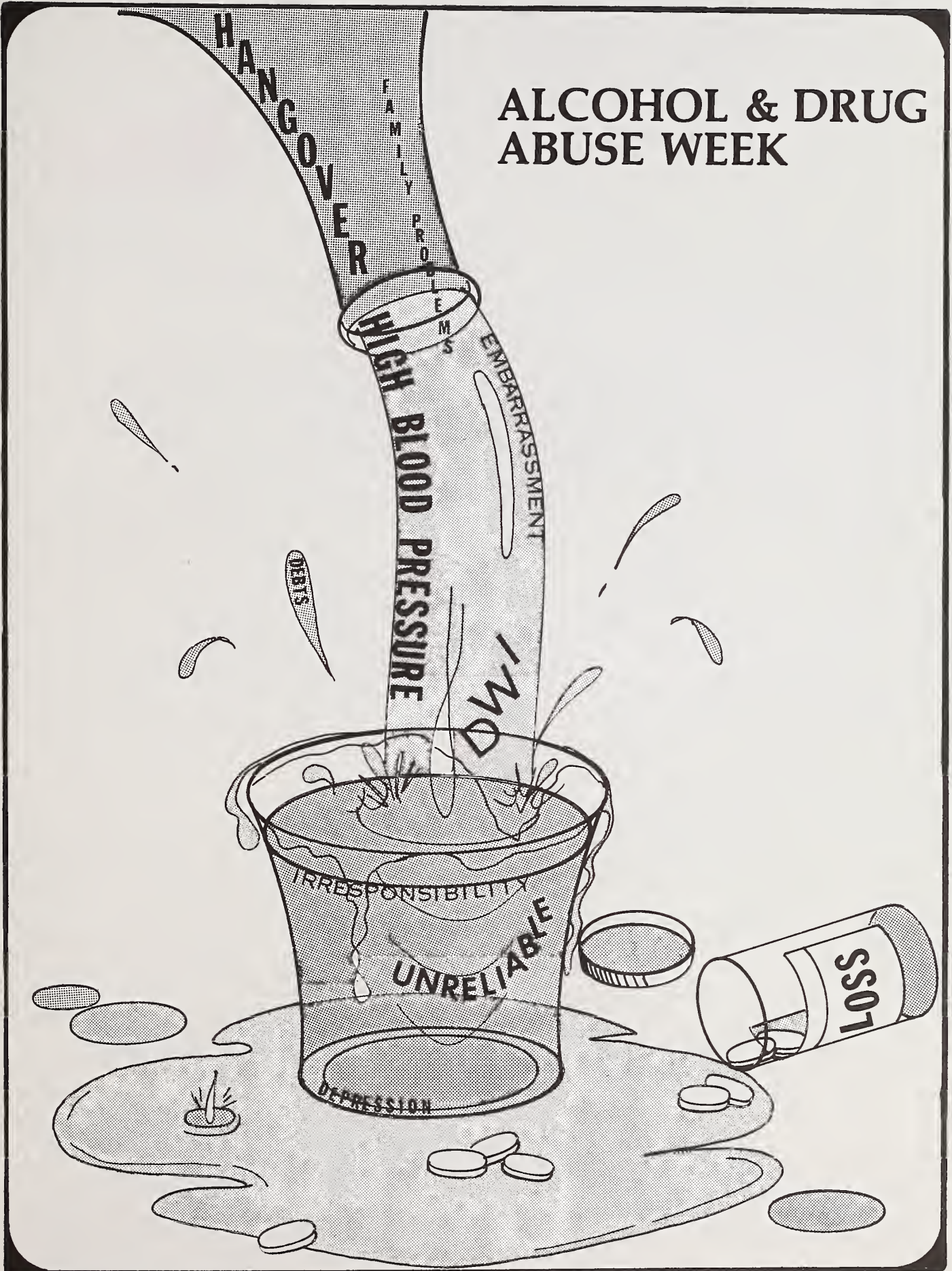
of many things, one of which is responsibility. You are not only slighting yourself but also forcing someone else to carry your load when you are not responsible and honest in your work.

Efficiency reports and promotions are devices the military uses to recognize traits of responsibility and honesty. The habits you form now will stay with you whether you are a military careerist or you plan to return to civilian life. You can rest assured that retribution for the lack of these traits will be as great in civilian life as it is in the military. To get ahead in life, military or civilian, means accepting responsibility, being honest, and doing a job to the best of your ability.

Take pride in yourself, the position you have, and what you do. Pride and responsibility go hand-in-hand; and they add up to an outstanding individual. If you maintain pride and responsibility in the position you occupy, then within the motto of INSCOM individuals can read "responsibility and pride." INSCOM should be one of the most efficient organizations in the Army and must be to do the job required. To maintain this efficiency, every one must carry their share and give 100 percent while doing it.

W. J. DANIELS
1SG
HQ SPT DET INSCOM
FORT MEADE, MD

ALCOHOL & DRUG ABUSE WEEK



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